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Faculty Senate Resolution 05-06

Louisiana State University and Agricultural & Mechanical College

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**LSU Faculty Senate Resolution 05-06:
Integrity in the Tenure Process
January 2005**

Whereas, the Chancellor of Louisiana State University is the highest ranking official on this campus and should be selected only after an exhaustive, open process that includes proper vetting by members of the LSU community, including faculty, students, and staff; and

Whereas an appointment to the rank of full professor with tenure should be granted only to LSU faculty members who have met the rigorous standards of scholarly excellence commensurate with those for a major research university and who have been through a lengthy, rigorous review process; and

Whereas administrators considered for appointment to the rank of full professor with tenure should meet the same rigorous standards of scholarly excellence and go through the same exacting process that other candidates for tenured professorships go through; and

Whereas the LSU Faculty Senate is on record as unambiguously endorsing “the principle that LSU administrators proposed for professorial appointments shall have a record of accomplishment in teaching, research, and service that is commensurate with their proposed rank and tenure status, and *that candidates for administrative positions who do not meet these appropriate standards for faculty appointments with a given rank and tenure status shall not be given such professorial appointments*” (emphasis added; LSU Faculty Senate Resolution 99-05);

Whereas no serious claim can be made consistent with PS-36 that Chancellor Sean O’Keefe’s scholarly record would warrant a tenured appointment at the rank of full professor at LSU or any other major research university, since Chancellor O’Keefe

1. does not have the Ph.D. or other terminal degree; and
 2. lacks the scholarly record mandated by PS-36 for appointment at the rank of full professor with tenure, such as peer-reviewed publications in refereed scholarly journals or books published in scholarly presses, which is requisite for appointment and tenure for other professorial-rank faculty; and
 3. has a limited teaching record that may not reasonably be interpreted as “notable;” and
 4. has never held a tenured faculty appointment at another university;
- and

Whereas it is unclear that the standards and processes laid out in PS-36 were followed;

Be it resolved that:

The LSU Faculty Senate strongly supports the hiring of administrators, including Chancellor, with academic credentials and record that are commensurate with the proposed rank and tenure status; and

In the current case, the LSU Faculty Senate urges Chancellor O'Keefe to decline an appointment to full professor with tenure for the sake of maintaining the academic integrity of the University and its appointment and tenure processes.

LSU Faculty Senate Resolution 99-04:
Reviewing Faculty Appointments for Administrators
(Revised September 1, 1998)

Whereas professorial faculty are appointed under the high standards set by PS-36 in the areas of teaching, research, and service; and

Whereas LSU administrators holding professorial faculty appointments should have a record of accomplishment in teaching, research, and service that is commensurate with their rank and tenure status; and

Whereas existing procedures inadequately involve the LSU faculty in the review of new faculty appointments for new or current administrators being proposed as professorial faculty, particularly one the appointment process is completed at the departmental level; and

Whereas College- and/or University-wide review committees comprised of respected senior faculty could play a key advisory role in preventing the appointment of administrators holding professorial faculty rank who have not achieved a record of accomplishment in teaching, research, and service that is commensurate with their proposed rank and tenure status;

Therefore be it resolved that the LSU Faculty Senate:

1. authorizes the Faculty Senate Executive Committee, or an ad hoc committee appointed by the Executive Committee, to review all decisions involving proposed faculty appointments for those individuals who are proposed for, or currently hold, administrative positions at the rank of dean equivalent or higher. The review includes, but is not limited to, assessment of the appropriate rank and tenure status of administrators proposed for professorial faculty status, as well as the procedures used in making the faculty appointments;
2. authorizes the Faculty Senate Executive Committee, or an ad hoc committee appointed by the Executive Committee, to report the results of the review and make recommendations to the Provost and full membership of the Faculty Senate prior to any final decisions on professorial appointment for administrators, and certify to the Faculty Senate that the rank, tenure status, and procedures followed are appropriate and consistent with the high standards set by PS-36.

LSU Faculty Senate Resolution 99-05:
Statement of Principle for Faculty Appointments for Administrators"
(previously numbered 98-13)

Whereas the LSU Faculty Senate is charged with representing the interests of the LSU faculty in faculty and administrative appointments; and

Whereas there is some concern about the standards used to determine the rank and tenure-status of professorial appointments for current or proposed LSU administrators -- in particular, whether LSU administrators being considered for professorial faculty appointments should meet the same standards in the areas of teaching, research, and service that must be met by other professorial faculty holding similar rank and tenure status;

Therefore be it resolved that the LSU Faculty Senate:

1. unambiguously endorses the principle that LSU administrators proposed for professorial appointments shall have a record of accomplishment in teaching, research, and service that is commensurate with their proposed rank and tenure status, and that candidates for administrative positions who do not meet these appropriate standards for faculty appointments with a given rank and tenure status shall not be given such professorial appointments;

and

2. endorses the principle that proposed faculty appointments shall be in the academic unit most appropriate for candidates' professional training and scholarly work.

adopted Nov 13, 98

TO: LSU Faculty Senate Executive Committee

FR: Commission on the Status of Academic Ranks, Professor Ralph Kinney, Chair

RE: Faculty Senate Resolutions 99-04 and 99-05 on the theme of faculty rank and tenure for administrators

The granting of faculty tenure is a uniquely important personnel action in the academic world, which has long-term implications both to the individual faculty member and to the University. The requirements for granting tenure specified in PS-36 affirm this. Against this background, the Commission recommends the following:

I. PRINCIPLES

1. All candidates for tenure shall be rigorously reviewed by tenured faculty members at the department, college (or equivalent), and university levels.
2. The same rigorous review applied to the promotion of faculty to tenured status shall apply to initial appointments with tenure.
3. Candidates for administrative appointments who also seek faculty rank with tenure in an academic department/unit shall undergo the same rigorous reviews required of other candidates for that rank and for tenure.
4. Academic departments/units potentially affected by the recruitment of administrators who may seek academic rank and tenure in those departments/units shall be involved in the recruitment process.

II IMPLEMENTATION

1. The procedures specified in PS-36 on the granting of tenure with initial appointment should be strengthened to parallel Section VI. Section III requires recommendations to the Provost from the departmental faculty, department chair, and the dean of the college. As in Section VI B.7, the University Review specified in Section III B.5 should also involve a Provost's Advisory Committee composed of faculty. Since such a committee already exists for the regular promotion and tenure recommendations, the same committee should review all initial appointments with tenure.
2. The following procedures should govern the hiring of administrators seeking academic status:
 - a. Once a "short list" of candidates has been identified, the appropriate department/unit should immediately receive copies of the candidates' files.

b. The department faculty and Chair should proceed with an assessment on the granting of faculty rank and tenure. This includes external letters of evaluation, as required by PS-36.

c. Time constraints may sometimes preclude written external evaluations. In those situations, it may prove necessary to use alternative media to elicit evaluations, such as e-mail, faxes, or conference phone calls. In all cases when alternative media are used, tenured members of the faculty in the affected units should be advised of and approve the list of evaluators, the means of communication, and the outcome of the assessments.

3. The Faculty Senate Executive Committee (or a committee appointed by it) should establish a procedure to determine whether the required procedures for a tenure recommendation have been faithfully followed.

4. Item 2 of FS Resolution 99-04 should be modified to delete "and full membership of the Faculty Senate." This relieves the need for prior approval by the full Senate while leaving the requirement that the process be certified.